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Sustainable Book Publishing in Nigeria and Job Creation for National Development

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Abstract

This study investigated sustainable book publishing companies in Nigeria and job creation for national development. The population comprised 500 book publishing professionals from different specialties within Nigerian book publishing industry. Stratified random sampling technique was used to obtain 50 book publishing professionals as the sample of the study. A self-constructed online questionnaire which was grouped into 3 clusters in line with the research questions was designed and distributed to collect data from the respondents. 45 online questionnaires were valid and used for analysis. The data was analyzed using mean scores. The findings show that book publishing companies in Nigeria are involved in the following: organizing internship opportunities for fresh graduates, production of audio-books on conflict resolution, translation of publications to different languages, engaging in research and offering bibliotherapy services. The extent of collaboration between book publishers and librarians was equally revealed to be at a low-level as results indicated that they do not collaborate in developing digital publishing services, organizing outreach activities, extending copyright and securing electronic delivery. The results of the study also revealed that the challenges facing book publishers in Nigeria are: capital intensiveness, bad economy, poor reading culture, piracy, and low-level expertise within the industry. It was therefore recommended that book publishers should be more proactive so as to sustain their relevance through job creation for national development.

Keywords

Sustainability, Book Publishing and Job Creation, National Development

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Introduction

Books became vital tools for survival since the 15th century, through the invention of the movable type and Gutenberg invention. The proliferation of books has been a tool for development and further inventions. This is evident especially as we advance into a knowledge economy where information is regarded as one of the basic needs of man and as the fifth factor of production after land, labor, capital and enterprise. Every published book contains essential information which it is meant to pass across, that which cannot be passed through any other means as a published book (print or electronic) would do. According to Duru (2006) book publishing is an economic function which involves the production and distribution of a

commodity known as book. Publishing is the profession or business of preparing and printing books, CD-ROMS and selling or making them available to the public. In addition, a book publisher can also be defined as the architect of the book because he often makes all the plans for it and sees that the plans are carried out. He is also an entrepreneur because he provides the capital to finance the book and takes the financial risks in publishing it. Thus, the book publisher is responsible for research, planning, financing, editing, illustrating, designing, obtaining quotations for printing, supervising the many aspects of production, stocking, advertising and selling finished books.(Okwilagwe, 2001). Traditionally, the term "book publishing" refers to the distribution of printed works such as books. With the advent of digital information systems and the internet, the scope of book publishing has expanded to include electronic resources, such as electronic version of books, periodicals and magazines (Asemah, 2014)

Ethnic crises is a form of crises in which the objectives of at least one party are defined in ethnic terms and the violence, its antecedents and possible solutions are perceived along ethnic lines. The conflict or crises is usually not about ethnic differences themselves but over political, economic, social, cultural or territorial matters (Reuter, 2022). The above definition is a true reflection of the Nigerian situation where the three major ethnic groups namely: Igbo, Hausa and Yoruba are at loggerheads always, not because of ethnic differences but over political and economic motives. Again, religious crises in Nigeria refer to Christian-Muslim strife in modern Nigeria, which can be traced back to 1953. In recent times, religious violence in Nigeria has been dominated by the Bokoharam insurgency. The situation is most likely to worsen in the near future for the fact that the presidential and the vice-presidential candidates of the ruling party (APC) for the 2023 general elections are all Muslims, of which Christians perceive as negligence and a plot to Islamize Nigeria.

Nevertheless, ethnic and religious crises in Nigeria are not devoid of solutions. All sectors in Nigeria are concerned on resolving ethnic and religious issues the country. As such, in the publishing sector, publishers are disturbed and in order to remain relevant they have to make some contributions towards resolving ethnic and religious crises in Nigeria. It is against this background that this study is focused on sustainable book publishing companies in Nigeria and job creation for national development.

Statement of the problem

A nation is a large body of people united by language, religion and culture (Hornby & Turnbull, 2005). In some nations, citizens share the same religious beliefs which unite them as a nation. In some others, there are diverse cultures, languages and religions. Nonetheless, in such nations, it is the duty of the state through the government to maintain peace, unity, equity, justice and fairness among the different religious and ethnic groups for the progress of the nation.

Regrettably, persistent religious and ethnic crises occur in Nigeria which

has crippled the nation's progress politically, economically, socially and otherwise. As such, book publishers are expected to provide information resources and services to the public that will ensure that religious and ethnic crises in Nigeria are resolved. Moreover, according to Ironbar, Anam & Ironbar (2018) Many Nigerians live in poverty as a result of a lack of employment options. Poverty also causes poor individuals to become disenfranchised from the political and economic life of their society. When the citizens' interest in acquiring information, resources, and values required in wealth creation fails as a result of alienation, the vicious cycle continues. As a result of this cycle, there is an increase in interpersonal violence and hostility. In other words, it has become imperative to focus on job creation and employment to ameliorate conflicts and violence in society particularly Nigeria. The above need influenced the researcher's decision to carry out this research on sustainable book publishing companies in Nigeria and job creation for national development. Moreover, available literature indicates that this topic has not been covered by published research works.

Objective of the study

The objective of this study is to investigate sustainable book publishing companies in Nigeria and job creation for national development.

Specifically, the study is focused on the achievement of the following objectives:

1. To find out, the roles of book publishing companies in job creation for national development in Nigeria.
2. To find out, the extent of collaboration between book publishers and librarians towards national development in Nigeria.
3. To find out, the challenges facing book publishing firms in job creation for national development in Nigeria.

Research Questions

The following are the guiding research questions for this study:

1. What are the roles of book publishing companies in job creation for national development in Nigeria?
2. To what extent do book publishers and librarians collaborate towards achieving national development in Nigeria?
3. What are the challenges facing book publishing companies in job creation for national development in Nigeria?

Review of literature

Ethnic and religious crises in Nigeria

Nigeria is synonymous with deep divisions which cause major political issues to be vigorously and violently contested along the lines of intricate ethnic, religious and regional divisions (Canci and Odukoya, 2013). Historically, ethnic and religious identities have played a significant role in the Nigerian political process during the colonial period and in the post-colonial era. During the colonial period, the administrators allowed the emergence and aggravation of an "us" versus "them" syndrome where Muslims were pitted against Christians, northerners against the southerners, Hausa-Fulani, Yoruba

and Igbo against each other and so on (Adefemi, 2003). Canci and Odukoya (2013) went further to state that, it is often very difficult to tell the differences between religious and ethnic crises because the dividing line between them is slimmer than thin which was underscored by Osaghae and Suberu (2005) that contrary to the general opinion that most of these conflicts are targeted towards a particular ethnic or religious group, most of these conflicts occur in the middle belt and along the culturally borderline states of the predominantly Muslim north and also take place between Hausa-Fulani groups and non-Muslim ethnic groups in the south. Instances of ethnic-religious crises in Nigeria according to Enukora (2005) are Kaduna crises of 2000 where several hundred lives were lost and Jos insurrection riots of 2001. Of recent is Bokoharam insurgency as Canci and Odukoya (2013) noted that between 1999 and 2013, numerous conflicts have been witnessed in Nigeria of which the most significant among them is the Boko Haram crises which is ongoing.

The causes of ethnic and religious crises in Nigeria according to Canci and Odukoya (2013) are high level of corruption and looting of state resources, poverty and injustice, divide and rule system of the colonial administration and socio-economic marginalization of the north which resulted to Boko Haram. Salawu (2010) shared similar views as he opined that discrimination, governmental actions during the colonial rule, poverty, unemployment, accusations and allegations of neglect, oppression, domination, exploitation, victimization, marginalization, nepotism and bigotry are causes of ethnic and religious crises in Nigeria. however, their views were not totally similar as Canci and Odukoya (2013) added that identity consciousness, legitimization of wars by religious groups, clashing interests of those in authority and enviousness of the business inventiveness of southerners in the north by northern elites are also part of the major causes of ethnic and religious crises in Nigeria. On the other hand, Salawu (2010) added to his own views that immorality, use of coercion and force in politics and foreign factors equally contribute to religious and ethnic crises in Nigeria.

Role of book publishing in a crises prone society

Self –Employment Opportunities: Poverty and joblessness is a major contributive factor to religious and ethnic crises in Nigeria as Salawu (2010) pointed out that poverty and unemployment increase the number of people who are prepared to kill or be killed for a given course or token benefits. However, book publishing has become a profitable business and a source of self-employment. This view was supported by Emenyonu (2017) as she reported that a critical look at the Nigerian Educational System shows a viable market for the publishers. With the proliferation of government-owned and privately-owned academic institutions, there is a pointer to the viability of the publishing venture. Moreover, well-established publishing houses are capable of organizing internship and training programs in the various book publishing areas such as writing, editing, design, production, marketing etc. for interested youths. This will be a gateway to self-employment.

Bibliotherapy Services: Bibliotherapy involves the systematic use of books to help people cope with mental, physical, emotional and social problems. Recent studies on bibliotherapy shows that it could be successfully implemented to help diverse groups of people cope with stress, isolation, grief, bereavement, domestic abuse, problems related to physical and mental health, man-made and natural disasters (Jukharlli, 2011). In other words, the publishing industry should advocate for expertise in the production of bibliotherapeutic books, research in bibliotherapy and formation of non-governmental organizations (NGO'S) that will promote bibliotherapeutic services in the country. In other words, religious and ethnic crises in Nigeria could be ameliorated and even expunged through bibliotherapy. This is because extensive reading of books is bound to influence our lives, our attitudes towards people, situations and events, as well as our moral sensibilities and communication competence. In addition, Okwilagwe (2001) shared a similar thought as he wrote that books are great potentials for national reconstruction or cultural engineering. Books are formidable propellers and sustainers of democratization and social renovation.

Mass Mobilization: Book publishers can organize a strategic mass mobilization programs in collaboration with librarians in form of conferences, workshops, lectures and seminars. The essence is to arm the people with the right, appropriate and impactful information. This is in line with Toochukwu and Nwangwu (2018) who noted that recent studies have shown that lack of adequate or balanced information was the most significant cause of most of the violent conflicts. Books publishers can utilize information communication tools in organizing such programs or social media tools such as Facebook, Google, twitter and LinkedIn.

Collaboration between publishers and libraries

There is need for book publishers to collaborate with libraries in order to play effective role in settling ethnic and religious crises in Nigeria. Areas of collaboration between publishers and libraries are creating institutional repositories to support the archiving and distribution of a wide range of scholarly and teaching materials, developing digital publishing services to support the design management and distribution of online journals, monographs, engaging in education, outreach and advocacy activities addressing scholarly communication issues (Rosenblum and Brian, 2008) as cited by (Natarajan and Kaliyan, 2009). In addition, Ceeny (2003) shared a view that publishers and libraries as key players in information chain can work together on extending legal deposit, copyright and security electronic delivery.

In addition, there is a positive indication that book publishers have some roles to play in settling ethnic and religious crises in Nigeria such as bibliotherapy services, mass mobilization, accessible publishing, documentation and publication of events. It is evident in literature that there is a good place for collaboration between book publishers and libraries in settling ethnic and religious crises in Nigeria.

However, there is a plethora gap that shows shortage of information on the services that book publishers offer, the media through which book publishers offer services and collaboration between book publishers and librarians in settling ethnic and religious crises in Nigeria. This prevailing assumption prompted this study on role of book publishers in settling ethnic and religious crises in Nigeria.

Challenges Facing Book Publishing in Nigeria

1. Capital: It is believed that publishing books is a capital-intensive business with low profits. Because of this, most publishers struggle to raise enough money to support their operations. Additionally, financial institutions like banks are typically hesitant to lend publishers money out of concern that they won't make the desired profit or, worse yet, lose the money entirely. This attitude of the financial institutions has weakened the financial standing of the publishers, making operations challenging for them and the turnover not particularly noteworthy (Uwalaka, 2000)

2. Government Policies: Government's approach to the development of Nigeria's book publishing sector is uninspiring. Policies for the sector are not being executed effectively; they focus more on providing proper monitoring. The government has not always been recognized as a major force behind or an enabler of the book publishing industry. According to Adesanoye (2005), "... this policies change as erratically as women's fashion in clothing, although, naturally, with more devastating negative in terms of the publishing efforts." He pointed out that the publishing industry is significantly harmed by the frequent policy changes made by each new administration. For example, the transition from the educational system of 6- 5-4 to 6-3-3-4 and then to basic 1-9 appears to indicate lack seriousness on the part of the government.

3. Bad Economy: The nation's economy is in ruins, and it devises every strategy a publisher might possibly need to endure the dreadful trend. According to Kalejaiye and Akangbe (2007), the introduction of the value added tax (VAT) in 1996 and the subsequent imposition of hefty tariffs on imported printing supplies such ink, plates, papers, films, boards, and equipment purchases only served to exacerbate the publisher's predicament. The poor economy is to blame for the high cost of production. The country's frequent power outages are worsening the already high cost of production.

4. Poor Reading Culture: In this digital age, the reading culture and mentality are rapidly dwindling. In Nigeria, reading is now primarily used to prepare for tests or certificates. A healthy reading culture is the backbone for the expansion and development of the book industry (Tiamiyu, 2005). Additionally, he made the case that Nigeria's market for book publication is small due to the country's discouraged attitude toward the habit of reading.

5. Piracy: Piracy has become an institution in Nigerian publishing industry. It is neck-deep in eroding publishers' profit. Book sellers conniving with pirates and several allegations of book sellers pirating bestselling titles at ridiculous prices. (Tiamiyu, 2005). The consequence is that the publishers stocks are retarded while pirates enjoy patronage. It is unfortunate that government and the regulatory agencies like the Nigerian copyright Commission, Book Publishers association Of Nigeria and others are yet to find a lasting solution to the burning and worrisome issue.
6. Dearth of Expertise: Book publishing industry in Nigeria lacks technical expertise in the various department of the industry. The upshot is the poor-editing, badly written and sub-standard books in the market places. The industry is financially incapacitated to meet the demands of these professions in terms of remuneration, allowances, housing, welfarism and many others. Also, profit made on book publishing is quite ridiculous and this goes a long way in hampering the efforts of injecting the expertise into the systems (Oyeyinka, Aganbi & Adebayo, 2016).

Methodology

Area of Study

The study was carried out in Nigeria. There are eighty (80) book publishing houses registered with Nigerian publishers association which is the only recognized professional body of book publishers in Nigeria. SOURCE (Nigerian Publishers Association secretariat, Ibadan)

Scope of the Study

The study was limited to sustainable book publishing companies in Nigeria and job creation for national development. The study delved into roles of book publishing companies in job creation for national development, the extent of collaboration between book publishers and librarians towards achieving national development and challenges facing book publishing companies in job creation for national development in Nigeria.

Research Design

Descriptive survey research design was adopted for the study. The subjects of the study were 500 publishing professionals in different specialties within Nigerian book publishing industry. The professionals consisted of publishers, editors, book designers, illustrators, marketers and warehouse officers. The sample size was 50 book publishing professionals which was obtained through stratified random sampling technique. A self-constructed online questionnaire were grouped into 3 clusters which included to find out the roles of book publishing companies in job creation for national development, extent of collaboration between book publishers and librarians roles of book publishers in settling ethnic and religious crises in Nigeria, the extent of collaboration between book publishers and librarians towards achieving national development and the challenges facing book publishing companies in job creation for national development.

The researcher utilized the Nigerian publishers' association online forum where the link to the online questionnaire was shared for the publishing professionals to respond. A total of 50 respondents filled the online questionnaire but 45 were valid and useful for the analysis. Data was analyzed using mean. Using the five-point Likert scale, the mean was calculated as: 5+4+3+2+1 = 15 ÷ 5 = 3.0

Table 1: Distribution of the number of respondents from 50 publishing firms in Nigeria

S/N	PUBLISHING FIRM	NO OF RESPONDENTS
1.	Abiprint Publishing Company Ltd	10
2.	Acena Venture Ltd	10
3.	African Universities Press (AUP) Ltd	10
4.	Badmus & Badmos (Nig.) Ltd	5
5.	Cecta (Nigeria) Limited	10
6.	Evans Brothers (Nigeria Publishers) Ltd	20
7.	Ethiope Publishing Corporation	10
8.	Educational Publications (Nig) Ltd	10
9.	Edicto Publishers Services	5
10.	Executive Publishers Ltd	10
11.	Heinemann Educational Books (Nig) Plc	20
12.	Ibadan University Press Ltd.,	10
13.	Literamed Limited	10
14.	Macmillan Nigeria Publishers Ltd.,	10
15.	Nelson Publishers Ltd.,	10
16.	New Generation Ventures Limited	5
17.	Northern Nigeria Publishing Co. Ltd.,	10
18.	New Africa Publishing Co. (Nig.) Ltd.,	10
19.	Paico Press & Books Ltd.,	5
20.	Spectrum Books Limited	10
21.	University Press Plc.	20
22.	Bookcraft Limited	10
23.	Abic Book And Equipment Ltd	5
24.	Associated Book-Makers Nigeria Ltd	10
25.	Bounty Press Ltd	5
26.	Cheston Limited	10
27.	Gbabeks Publishers Limited	10
28.	Hybrid Publishers Limited	10

29.	Ihem Davis Press Limited	10
30.	Ilesanmi Press (Educational Publishers) Ltd	10
31.	Abisaga Publishers	10
32.	C.S.S (Nig.) Ltd	10
33.	Claudie Limited	10
34.	Daily Times (Nig.) Plc.,	10
35.	ECWA Productions Limited	10
36.	Fatiregun Press & Publishing Co Ltd	10
37.	F & A Publishers Ltd	10
38.	Fountain Publications Nigeria Ltd,.	10
39.	Inselberg (Nig) Ltd	10
40.	Jet Publishers (Nig.) Ltd.,	10
41.	Kola Way To Success Enterprises (Nig.) Ltd.,	10
42.	Longman Nigeria PLC	20
43.	Lagos University Press	10
44.	NPS Educational Publishers Ltd.,	5
45.	Nigerian Institute Of Advanced Legal Studies	10
46.	Obafemi Awolowo University Press Ltd	10
47.	Onibonoje Publishers (Nig) Ltd.,	5
48.	Omolayo Standard Press & Bookshops Ltd.,	10
49.	Pacific Correspondence College & Press Ltd.,	10
50.	Paperback Publishers Limited	10
	TOTAL	500

Table 2: Distribution of a population of 500 publishing professionals according to specialties

	Publishers	Editors	Book designers	Illustrators	Marketers	Warehouse officers	Total
SIZE	100	150	50	50	100	50	500
PROPORTION	0.2	0.3	0.1	0.1	0.2	0.1	1.0
SAMPLE	10	15	5	5	10	5	50

Decision Rule: based on the mean of 3.0 the decision was that any item with a mean of 3.0 and above was accepted while any item with a mean below 3.0 was rejected.

Analysis and Discussion of Result

Research Question One: What are the roles of book publishing companies in job creation for national development in Nigeria?

Table 3: Mean rating on the roles of book publishing companies in job creation for national development in Nigeria

S/N	Questionnaire Item	SA	A	UN	D	SD	N	X	Remark
1.	Book publishers organize internships for fresh graduates	2	28	11	4	0	45	3.6	Accepted
2.	They organize training programs for self-employment	2	26	2	9	4	45	3.1	Accepted
3.	Production of audio books on conflict resolution	5	23	2	12	1	45	3.4	Accepted
4.	Translation of publications to different local languages	4	24	2	11	2	45	3.3	Accepted
5.	They engage in research in order to be more responsive to the needs of the people	3	25	2	10	3	45	3.2	Accepted
6.	Bibliotherapy services to dissuade the people from conflict	2	26	2	9	4	45	3.1	Accepted
7.	They organize conferences on conflict resolution	0	15	15	5	0	45	2.7	Rejected
8.	They partner with government to distribute free books on conflict resolution	4	24	2	11	2	45	3.2	Accepted

Table 2 shows the roles of book publishers in job creation for national development in Nigeria. Respondents as professionals in book publishing were asked to identify the roles of book publishers in job creation for national development in Nigeria. Based on a 5-point Likert scale (5-1) of strongly agree (SA), agree (A), undecided (UN), disagree (D) and strongly disagree (SD). It shows that book publishers organize internships for fresh graduates (3.6), they organize training programs for self-employment (3.1), that they engage in production of audio-books on conflict resolution (2.0), translation of publications into different local languages (3.3), they engage in research in order to be more responsive to the needs of the people (3.2), offer bibliotherapy services to dissuade the people from conflict (3.1) and partner with government to distribute free books on conflict resolution (3.2). This is in tandem with Oyeyinka, Aganbi and Adebyo (2016) who posited that book publishing is an effective

vehicle for development and positive change in the behavioral attitude of the people which helps them to gain full control of their environment. It therefore shows that book publishers have key roles to play in national development through job creation.

Research Question Two: To what extent do book publishers and librarians collaborate towards achieving national development in Nigeria?

Table 4: Mean rating on the extent to which book publishers and librarians collaborate towards achieving national development in Nigeria

S/N	QUESTIONNAIRE ITEM	VHE	HE	ME	LE	VLE	N	X	REMARK
1.	Book publishers and librarians collaborate in creating institutional repositories	2	26	2	9	4	45	3.1	Accepted
2.	They collaborate to develop digital publishing services	0	15	15	5	0	45	2.7	Rejected
3.	They collaborate to organize outreach activities	1	12	15	7	0	45	2.4	Rejected
4.	They collaborate in extending legal deposit	5	23	2	12	1	45	3.4	Accepted
5.	They collaborate in extending copyright	1	14	15	5	0	45	2.6	Rejected
6.	They collaborate in securing electronic delivery	15	0	5	10	15	45	2.5	Rejected

Table 3 above shows the extent to which book publishers and librarians collaborate towards achieving national development in Nigeria. The questionnaire is based on a 5-point Likert scale ranging from Very High Extent (VHE), High Extent (HE), Middle Extent (ME), Low Extent (LE), and Very Low Extent (VLE). The responses show that there is high level collaboration between book publishers and librarians in creating institutional repositories (3.1) and extending legal deposit (3.4). However, respondents were of the view that there is low level collaboration between book publishers and librarians in developing digital publishing services (2.7), organizing outreach activities (2.4), extending copyright (2.6), and securing electronic delivery (2,5). The results presented above shows that there is a weak collaboration between book publishers and librarians. Gruenberg (2022) advised against such situation as he wrote thus "publishing content in the scholarly ecosystem is collaboration between the publisher and librarians who provide a vital channel for the dissemination of content published in books and journals".

Research Question Three: What are the challenges facing book publishing companies in job creation for national development in Nigeria?

Table 5: Mean rating on the challenges facing book publishing companies in job creation for national development in Nigeria

S/N	QUESTIONNAIRE ITEM	SA	A	UN	D	SD	N	X	REMARK
1.	Book publishing is capital intensive	2	28	11	4	0	45	3.6	Accepted
2.	Bad economy	5	23	2	12	1	45	3.4	Accepted

3.	Poor reading culture	4	26	13	2	0	45	3.7	Accepted
4.	Piracy	15	22	2	3	3	45	3.9	Accepted
5.	Low-level expertise within the industry	25	11	5	4	0	45	4.2	Accepted
6.	Government policies are unfavorable to the industry	15	20	5	5	0	45	4.0	Accepted

Table 4 above shows the challenges facing book publishing companies in job creation for national development in Nigeria. This is based on a 5-point Likert scale ranging from Strongly Agree (SA), Agree (A), Undecided (UN), Disagree (D), and Strongly Disagree (SD). The respondents accepted that the challenges facing book publishers in settling ethnic and religious crises in Nigeria are that book publishing is capital intensive (3.6), bad economy (3.4), poor reading culture (3.7), piracy (3.9), low-level expertise within the industry (4.2), and government policies are unfavorable to the industry (4.0). This is in agreement with Echebiri (2005) who wrote that there is an alarming growth of book pirates in Nigeria. He added that Nigerian book pirates are even now known to employ sales representatives of their own and often time succeed in selling books by colluding with school officials. Moreover, Thomas (2014) was of the view that these constraints ravaging the book publishing industry in Nigeria rather than abating are getting more unbearable and threatening.

Conclusion

Ethnic and religious crises which are a resultant effect of high unemployment rate have affected grossly the development of Nigeria as a nation. The study is presented in the most strategic way to highlight the conventional and unconventional role of book publishers in job creation for national development in Nigeria. This investigation revealed that book publishers create employment opportunities, translate publications to local languages, produce audio-books on conflict resolution, they engage in research in order to be more responsive to the needs of the people, engage in bibliotherapy services in to dissuade the people from conflict and partner with government in distributing free books on conflict resolution. It was equally revealed that the extent of collaboration between book publishers and librarians is quite low as they do not collaborate in developing digital publishing services, organize outreach activities, extend copyright and secure electronic delivery. Moreover, the findings also showed that the challenges facing book publishers in job creation for national development in Nigeria are: capital intensiveness of book publishing, bad economy, poor reading culture, and piracy, low-level expertise within the industry, unfavorable government policies and low-level collaboration with librarians.

Implications of the Findings

Based on the findings of this study, the following implications were deduced:

- Book publishing industry has the capacity to create huge employment opportunities especially when the scope of their services is expanded to include production of audio versions, translation of publications to other languages, research, bibliotherapy services among others.
- There is a weak collaboration between book publishers and librarians in Nigeria which has gross adverse effect on the effectiveness of book publishing professionals in the industry.
- Low-level expertise has been identified as the worst and common challenge facing Nigerian book publishing industry in job creation for national development.

Recommendations

The study recommended that:

1. Book publishers should look beyond financial profits and make impactful contributions towards job creation for national development in order to sustain the relevance of the industry in Nigeria.
2. Book publishers should collaborate more effectively with librarians. This is because librarians are highly knowledgeable about the book industry and have expertise to bring in powerful ideas that can reshape the Nigerian publishing industry and ease the lot of the publishers.

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